

MOTION BY SUPERVISOR MICHAEL D. ANTONOVICH

MAY 1, 2007

JOB OPPORTUNITIES WEBSITE AND HIRING PROCESS

Los Angeles County has a history of commitment to attracting, developing, and retaining a skilled and diverse workforce. With the Internet providing access to more information and resources at dramatically lower costs, the Department of Human Resources (DHR), through its Job Opportunities website, provides access to job bulletins for job searchers all over the world. In fiscal year 2006-2007, 4,958 new positions were authorized, with the bulk of job vacancies being displayed on the Job Opportunities website for *new entrants to the County workforce*. Although the website has undergone 13 revisions since its implementation in 2003, additional improvements could make the Job Opportunities website even more accessible and user-friendly.

Current deficiencies include the following:

- The Job Opportunities web link is not clearly labeled on the LA County homepage;
- Individual job bulletins on the site still refer to only submitting paper, rather than electronic applications;
- All individual job bulletins do not have active links to the LA County Job Application;
- The web link to the Job Application is not clearly labeled/accessible on the DHR website;
- Applicants do not receive *immediate* confirmation of whether their application has been received;
- Applicants cannot search by amount of experience required or other fields for each job bulletin.

- MORE -

MOTION

Molina	_____
Burke	_____
Knabe	_____
Antonovich	_____
Yaroslavsky	_____

Improvements to the Job Opportunities website would inevitably draw in a larger pool of applicants, and make Los Angeles County more competitive when attracting the best and brightest employees. Not only will this improve the application process for applicants, but these changes can reduce County time and costs by streamlining the application process.

Moreover, once an applicant has successfully navigated the website, it can take up to a year for a job to actually be offered by a County department. By then, many of the best candidates have already accepted employment elsewhere.

In order to remain competitive, the County must develop a comprehensive recruitment and selection process that is streamlined and effective. This process must incorporate an improved Job Opportunities website.

I, THEREFORE, MOVE that the Board of Supervisors direct the Chief Administrative Officer and the Director of Personnel to:

1. Report back to the Board on a plan to increase the accessibility and effectiveness of the Job Opportunities search website within 30 days; and
2. Develop a plan for a streamlined job application, review and selection process and report back in 60 days.

#

MDA:lgh

s:\motions\Job Opportunities Website and Hiring Process